

Why and How Games Work for Training

Dan Hannan, CHMM, CSP
Safety Director
AGC of Minnesota



Dan Hannan

- Safety, Health and Environmental professional for 20 years and training for most of that time.
- State environmental regulator, private environmental consulting and also safety director for a construction trade association.
- OSHA 500 trainer for 10/30 hr. Construction Outreach and also HAZWOPER.
- Using games in training for 5 years.

Time to play a game!



Why should we use games in training?





The Brain Game!

Why Games Make Sense to the Brain

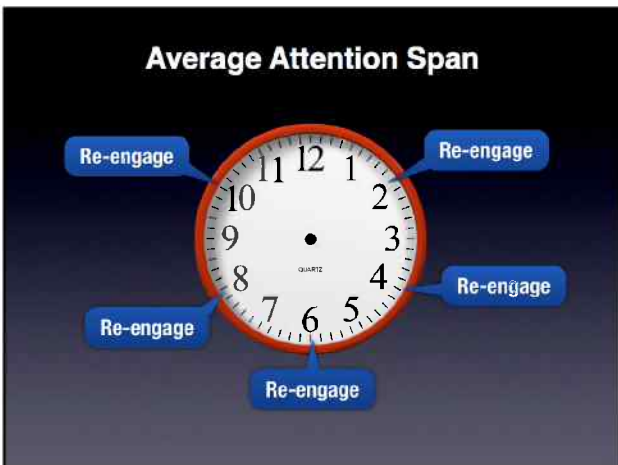
Games work because?


- ✓ Engage
- ✓ Energizing
- ✓ Fun
- ✓ Relaxing atmosphere
- ✓ Emotional
- ✓ Interact with others
- ✓ Strategy driven
- ✓ Appeal to all learning styles
 - Auditory
 - Visual
 - Verbal
 - Kinetic

Games produce “knowledge with staying power”(greater rate of retention)







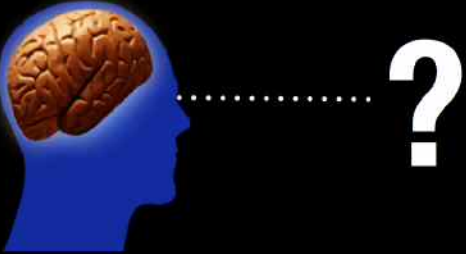


**Who was
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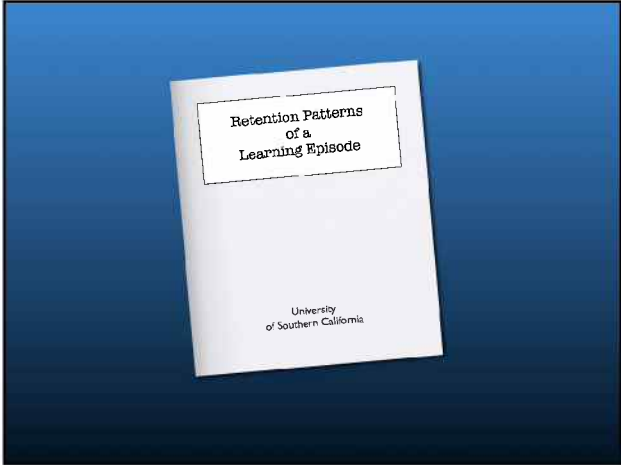


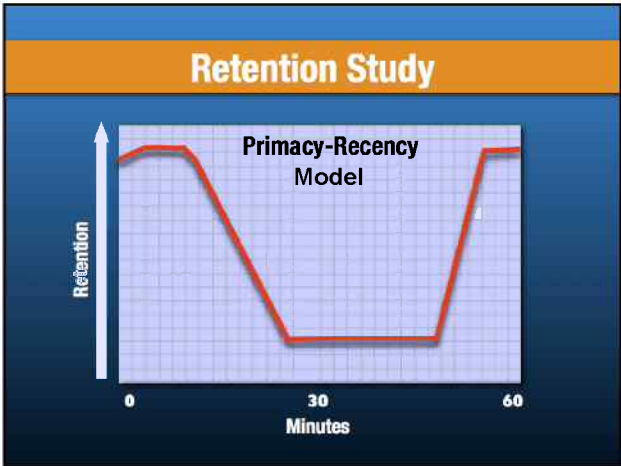
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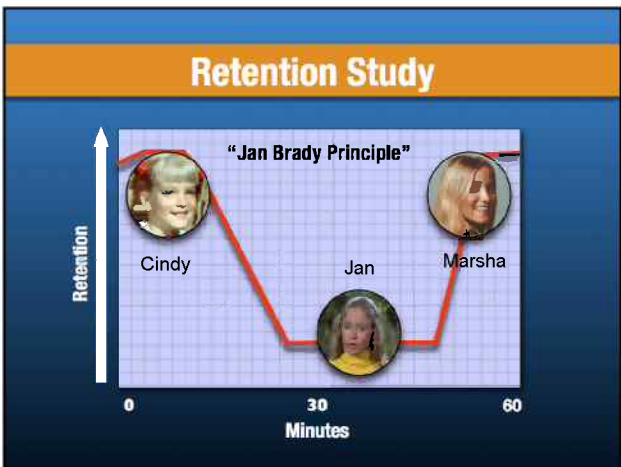
Questions Activate the Brain



Tell me and I will forget... Show me and I will remember... Involve me and I will understand



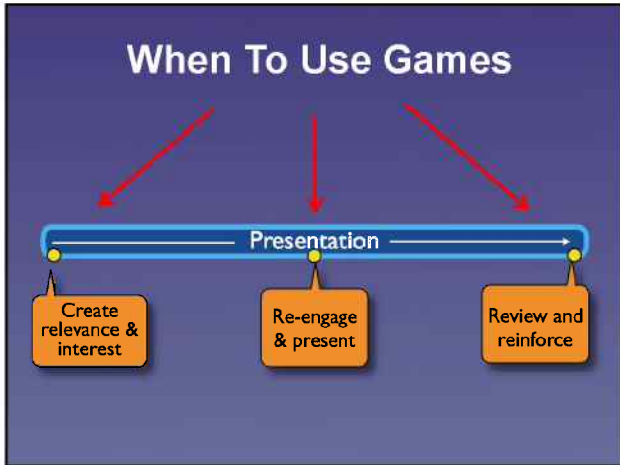






- ### Ways to Re-engage
- ★ Videos
 - ★ Stories
 - ★ Hands-on
 - ★ Ask questions
 - ★ Games/activities
 - ★ Case studies
 - ★ Different presenters

- ### How and where are games used?
- | | |
|--|--|
| Games can be used: | Games can be used: |
| <ul style="list-style-type: none">• To assess the knowledge base of the audience—at the beginning of a training program.• Periodically throughout as feedback to the instructor—are they paying attention?• Testing in a group or individual setting | <ul style="list-style-type: none">• Toolbox talks or pre-planning meetings• Safety committee meetings• Corporate events• New employee orientation or refresher training• CBT/On-line courses |



**Things to Consider When
Choosing and Using
Games**



Aspects of game selection and use

- Employee’s background, knowledge level and overall make-up of your audience
- Content development—easy, medium or difficult—detailed/customized. Content should align with the learning objectives or outcomes
- Game type—ease of use, familiarity, individual participation or groups. Never make the game all about the “fabulous wonderful prizes”
- Time constraints

High-tech or Low-tech— It all works (if done correctly)

- Game-show games such as Jeopardy, Millionaire, Wheel of Fortune, etc. can all be built using Post-it notes and colored markers.
- Electronic computer software programs exist and add more action and “game show feel” to the experience.

Time for Another Game... Ye-old Favorite!

Hazard Hunt

Lightning Round

Hazard Hunt—individual or team activity allows for improving skills in hazard recognition and understanding OSHA regulatory standards.





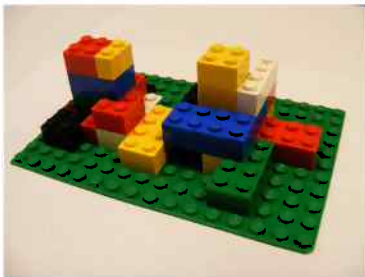






Another "Game" Example

Lego Construction—great activity to illustrate the importance of communication between two people.



Game-show Games

Group activities that encourages teamwork relying on collective knowledge—everyone has something to offer. Modeled after popular TV games: Jeopardy, Millionaire, Wheel of Fortune, Family Feud, etc.

Hosting 101

- Trainer = host
- YOU must sell the activity—your level of enthusiasm is critical to achieve desired participation
- You explain the rules, control the pace, make up the teams, responsible for playing referee when there is a dispute = SUCCESS

The Future of Game-based Learning?

**Who wants to learn—
and have fun doing it?**

LAST GAME



**Available
Resources**

- List of white papers on GBL
- Copies of published articles—
CLO and EHS
- Copy of this presentation

Thank You

Dan Hannan
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